



BCITFSA

VOICE

Your Association's News

President's Message:

Elections On The Horizon



Teresa Place
President

This year has been a dynamic one for your Faculty and Staff Association, with a new brand, intensive bargaining with the institute, and many new initiatives to hopefully engage our members even more in the activities of the association. With this in mind, I want to invite you all to be involved in the upcoming FSA Elections for eight Director positions – by nominating someone, running yourself, or by voting when the time comes.

The nomination period is now open. Please consider nominating a member (including yourself) who would be able to support and help carry out the mission of our association with their ideas and energy.

Wondering how much knowledge and time you might need to be an effective director? Think you only really know your program or department well and won't be able to provide valid insight for all our members? The truth is that your knowledge of your area and the needs of your colleagues is a great starting point. You can apply your understanding of the issues and challenges facing you and your colleagues to "the bigger picture" of the entire membership. An open mind and a willingness to share your experiences and hear about those of others is a great base. We also provide training on how our association works and the responsibilities of being a board member.

With respect to time, the FSA Board holds monthly meetings on Wednesday evenings and two all-day workshops per year (one in the Fall and one in the Spring). We also ask board members to attend our three general membership meetings per year and monthly Tech Rep meetings. Prep for board meetings includes reading of the board packages and potentially some tasks undertaken on a volunteer basis. Some board members also serve on committees.

With these things in mind, I hope you will consider participating this upcoming election season by nominating, running, encouraging your colleagues, and of course by voting. The involvement of members builds our strength and contributes to our effectiveness.

Election Schedule

Wednesday, February 11th (noon)
Formal Call for Nominations

Friday, March 6th (noon)
Nominations Close
Deadline: Candidate Statement Submissions

Wednesday March 11th
Candidate Statements Posted to Website
Candidates' Names Released to Membership

Wednesday, March 18th
All Candidates Meeting

Friday, March 27th (noon)
Electronic Voting Turns On

Friday, April 10th (noon)
Electronic Voting Turns Off

Monday, April 13th (noon)
Election Results to Membership

Election Eligibility

- Be a Member in good standing,
- Be nominated in writing by a Regular or Associate Member,
- Consent to the nomination, and
- Not be disqualified from being a director of a company under Section 124 of the Business Corporations Act.

Who can vote? All current FSA members!

We are pleased to announce that our Returning Officer for 2015 will be Frances McLafferty. See Frances' member profile on page 9.

Bargaining Update

By Paul Reniers
Executive Director

Since June 2014, we have had 14 bargaining sessions with BCIT. All the proposals have been considered, although some not as much as we would like. Only two relatively minor matters still need to be detailed. The employer has indicated they expect to table a settlement offer very soon. Once they do, we expect bargaining to move quickly.

Significant issues remain outstanding. Even in the area of research, where we have reached some significant agreement, the parties still disagree about the union’s jurisdiction over some positions and the employer has yet to move on academic freedom. We went into bargaining hoping that we could settle significant issues around hours of work and do so in a way that might generate additional improvements to the collective agreement. Those changes have been elusive. Making gains for members in Part-Time Studies (PTS) was a priority for us in this round, and the employer has not engaged in those issues in any significant way.

One area we are exploring to find savings that can be reinvested in the collective agreement is the administration of sick leave. We are very clear that we will not touch the existing banks accumulated by members. Nor do we want to split the bargaining unit by offering a lesser benefit to new members. Any changes in the handling of sick leave must continue to respect our banks and the pre-retirement leave that flows from them, and provide security for members facing illness or injury through to long term disability. Within those conditions, we are exploring ways of funding Supplemental Employment Benefits for maternity and parental leave (“top up”) and providing some form of sick leave coverage for PTS members. We are also investigating whether efficiencies might create savings to support two other inexpensive but very valuable changes: improvements to initial placement and easier access to benefits for PTS. What we’d really like to see is any savings from changes to the collective agreement applied to wages. However, the government mandate, already agreed to by most major public sector unions, limits increases to 5.5% over a five year contract regardless of savings realized in bargaining.

Given that those wage increases will leave us falling behind inflation and behind the wage increases in the sectors from which we draw faculty and staff, and given our inability to get movement on key issues like hours of work and PTS, the way this agreement is shaping up will lead to some very difficult years ahead. We cannot go on accommodating the wishes of the employer when our members’ needs are not being met. Instead, we will have to spend the next four years fighting for improvements to wages and working conditions at every opportunity. When we see our members’ needs being met, we can offer more flexibility in meeting the needs of the employer. If we don’t see those needs being met, the agreement of the union will be much harder for the employer to get.

Check Out the FSA Online



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BCIT internal only

Did You Know....

Did you know that the FSA has a ‘Good & Welfare’ program?

Know a member who is celebrating a special event or dealing with a challenging time in their life?

Let the FSA know and we will send a small token recognizing that member’s circumstance or achievement. Contact us at 604.432.8695 or fsa@bcit.ca

Insights About The BCIT Board of Governors

By Neil Cox
FSA Member

In 2013 I had the honour of being elected by you – FSA members – to a 3-year term on the BCIT Board of Governors (BOG). Thank you for that. The FSA executive suggested that I write this article to provide insight for FSA members about the BCIT Board of Governors (BOG).

In composing this article I reflected on my own knowledge of the BOG before 2013. Frankly I didn't know much about what it did or how it mattered to me in my existence at BCIT. I had heard it said that "the BOG does not manage the Institute," but I didn't have the first-hand benefit of observing what that meant.

So how can I convey here some of what I've learned? There is not much point in restating details about the purpose, structure and operations of the BOG, as you have access to the Governance Manual on the BCIT website, I encourage you to read it as it is well written and informative. I do want to draw your attention to one quote from the manual:

“The Board of Governors is the link between the provincial government and senior management (of BCIT). The Governors are stewards of the Institute. They have the responsibility to oversee the conduct of the business, supervise management and endeavor to ensure that all major issues affecting the business and affairs of the Institute are given proper consideration. Their job collectively is to provide their best judgment, independent of management, so as to ensure effective achievement and advancement of the public policy objectives set by the government.”

Words that are key in this quote are *responsibility*, *oversight*, *independence* and *public*. The responsibility is to oversee management and hold them accountable, and the public policy objectives of the government are a linkage with public interest. While it is sometimes difficult to do so, the BOG needs to suppress the temptation to manage the senior executive when things go awry (in their view): the executive needs to be accountable for sorting it out.

Two other words that guide the work of the BOG are *strategic* and *supportive*. Much of the discussion in the BOG relates to strategic issues rather than operational ones, and the Governors willingly serve as supporters, and even evangelists, along with the president and the executive in relations with the government and the public. This experience is one of the more reassuring aspects of my time on the BOG so far.

Regarding my role, I am simply a Governor. While most of the other Governors were appointed by Government, I share the same role and responsibilities as they do. I also need to take care that my actions do not undermine the proper functioning of the Institute as a whole. Specifically, the main interface between the BOG and the Institute should be the President and the senior management, and it would be inappropriate for me to act as a lobbyist or to otherwise bypass the proper channels for bringing issues forward to the BOG. What I can do and have been doing, is ask questions of senior management and help to inform the other Governors about the issues at hand.

There are a number of things that you can do to gain more insight about, and influence with, the BOG. In addition to reading the Governance Manual, you can attend public sessions of the BOG and/or read the minutes of these sessions online. The main items considered by the BOG are voted on at the public sessions. Summaries of school activities are routinely presented to the BOG by management, and I encourage you to share newsworthy items and accomplishments with your dean and associate dean for possible inclusion in these summaries. Policies and other items that are ultimately presented to the BOG are supposed to go through consultation processes within the Institute, and it helps if you participate in these processes. Finally, when the opportunity arises at BCIT events, it helps to discuss your experiences at the Institute with the Governors so that they have an informed perspective. Certainly include me as someone you can communicate with, so that I too have an informed perspective that I can bring to bear in discussions at the BOG.

Under Pressure: ESL at BCIT

By Andrea Matthews

FSA Member, Communication Department, School of Computing and Academic Studies

As instructors and academic support staff, we've all noticed the increase in the numbers of ESL learners in BCIT's classrooms. With BCIT poised to increase international enrollment to 20% for 2015-2016, many people are asking how the composition of our classroom will be affected.

Given this focus on internationalization, would it surprise you to know that most of BCIT's ESL students have come through our BC public high school system?

The number of international students, who pay the full cost of their education without taxpayer subsidy, is still relatively low compared to the total number of students with English language challenges at BCIT. Some BCIT students have spent several years here and appear fluent, but may still need additional English support to thrive academically and professionally.

While some students have come up through the BC high school system, others have come to Canada as adults with previous education and training in their home country. For more than 25 years, the Communication department has provided a pathway for these students into full-time BCIT technical programs through the Professional English Language Development (PELD) program. However, the English language training options for these skilled immigrants have narrowed at other BC post-secondary institutions with the recent \$17 million cut in provincial funding for post-secondary ESL. Longstanding programs at other public post-secondary institutions such as VCC have had their funding slashed, resulting in the layoffs of over 100 specialist ESL instructors and the loss of about 2,200 ESL seats per semester at VCC alone.

While the government recently announced that institutions could once again begin charging (capped) tuition for ESL courses, there is no additional funding for operating costs. To continue to run these programs, institutions are forced to consider making up the budget shortfall and raising class sizes while choosing to continue to employ instructors on auxiliary (PTS) contracts, as BCIT does with its ESL specialists in PELD.

Meeting the Needs of ESL Students

All of our diploma students must meet BCIT's English language prerequisites, which are consistent with other public post-secondary institutions. I'm often asked how a student could have met their entrance requirements but still not meet instructor expectations of fluency. In fact, the process of becoming proficient (and academically competent) in a second language is longer, messier, and more complex than many people realize.

So - just how long does it take to learn a language? The research of Cummins (1984) and others indicates that second language learners may develop superficial conversational fluency after two years of immersion in the target language. However, it may take learners 5-7 years of immersion to develop the ability to cope with more cognitively-demanding academic skills. Thus, students who come in with two or more years in a BC high school may appear fluent in English but demonstrate significant challenges in reading or writing, especially when cognitive demands (and the anxiety and sleeplessness inherent in a BCIT education) grow.

Other crucial variables that affect the rate and speed of language acquisition include motivation, the amount of comprehensible input, whether corrective feedback occurs, and cultural and strategic competence. At an advanced language level, direct grammar instruction plays a limited role. Honing advanced language skills requires more iterative practice and systematic feedback, and less drilling and pattern practice.

Motivation is essential to language learning, and anxiety is detrimental to motivation. Put the average ESL student into the



meat grinder of a BCIT full-time program, and watch their anxiety engulf their ability to cope with their regular BCIT course load, never mind take on the additional task of honing language skills. Cultural expectations may come into play here, too. Some find the transition to the intense demands of BCIT a rude awakening, especially if they've come from an academic environment where the gatekeeping is done a lot earlier in the educational system and failure at the post-secondary level is rare.

Another factor is the amount of “comprehensible input” or exposure to the language that students get. Some students actively seek out English speaking families to live with and friends on campus while others will stick to students who speak their native language. When students don't receive adequate support, the need to survive at BCIT can drive them closer to their international friends in an attempt to interpret and manage the material.

Corrective feedback must be regular, systematic, individualized and challenge the learner to self-correct. As class sizes grow, and ESL specialist ratios are decreased in the public school system, ESL students get less support and fewer opportunities for corrective feedback. Increased class sizes at BCIT make it very challenging for Communication instructors to provide the regular, systematic individual feedback required.

Impacts on FSA members

These issues impact FSA members in several significant ways. When instructors don't have the time, expertise, or scope within their courses to give additional support to ESL students, it increases everyone's stress as well as instructor workload. Many of the “job-ready skills” that BCIT prides itself in developing in its students are culturally-bound – and it can be enormously frustrating to send students on industry projects or job interviews when they don't have appropriately developed English skills.

The anxiety of having to cope with the workload, teamwork, and high amounts of reading and writing can interfere with ESL student success and impacts student retention. At the same time, program heads and instructors may feel pressured to move students along with their cohort to keep a seat filled.

Helping ESL Students Succeed

Here are some ways that you can help your students with ESL succeed, while valuing the cultural perspectives and language skills that they bring in:

- Work with the COMM instructors in your program to address English language deficits, while recognizing the difference between applied communication and English language training. Integrating language and content can be enormously motivating. Some programs do joint rubrics and/or marking for reports and longer projects to ensure that content, communicative efficacy and English language skills are all addressed.
- Refer students to existing support on campus, such as the Learning Common's Writing Centre.
- Seek out language support for your program through the COMM department.
- Advocate for increased support services for ESL students. International students bring a lot of revenue into BCIT. Some institutions use part of that revenue to run a dedicated centre on campus staffed with ESL specialist faculty to support ESL learners. This in turn can take pressure off content instructors so they can focus on their own areas of expertise.

If You Are Injured At Work

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Do I Have to Take Light Duties?

A lot has changed in Workers' Compensation in the last 10 years. One major change is in giving the WCB and the employers more power over our lives, and taking away the ability of you and your doctor to make decisions about what is best for your health and recovery.

It used to be that WorkSafeBC could not send you back to work unless your doctor agreed that it was safe. That is no longer the case; they can send you back now even if you and your doctor disagree.

In most workplaces these days, the employer will tell you that they have light duties and that you should come in and do them. Employers do this because they don't want to have a time-loss injury on their record. For some reason they think that it will be cheaper for them to bring workers back earlier. But it is not cheaper because when a worker returns to work too early, he or she may very well re-injure themselves or make their condition worse. What might have been a temporary injury may become permanent. Even from a purely "dollars and cents" point of view, it may cost a lot more in the long run.

And so when you injure yourself or when you develop an occupational disease (like tendonitis or epicondylitis) your employer will tell you they have light duties and probably get you to sign a form agreeing that you have been told. Once WorkSafeBC has seen this form, they are going to say you should have returned to work and they will terminate your wage loss benefits if you haven't gone back. Of course you can appeal that decision but that's going to take time and you will probably already have returned to work by the time you get a decision.

What Can I Do?

Go to your doctor! Tell your doctor what the light duties are that the employer wants you to do. *Make sure your doctor understands what is involved in the light duties.* If your doctor feels that these duties are not safe, get him or her to send in a doctor's report to WorkSafeBC saying why the light duties are not appropriate at this time. (The doctors already have these forms, called Form 11s). If you disagree that the light duties are appropriate for you, make sure to tell the WorkSafeBC case manager. If they know you and your doctor disagree, they are legally obligated to investigate.

You have to be clear with your doctor about the nature of the light duties and why you can't do them. If WorkSafeBC thinks that the doctor does not understand the nature of the job duties, they will not accept the doctor's opinion.

If your doctor just fills out a report saying, "Mary can't do those light duties" the note will be useless. The doctor *must* explain why.

Finally, remember that WorkSafeBC policy says that you do not have to take light duties that are demeaning. Policy #34.11 says:

The work must be productive. Token or demeaning tasks are considered detrimental to the worker's rehabilitation.

After that, see your doctor regularly so that he or she will be able to offer an informed opinion about your condition and if WorkSafeBC tries to send you back too early, your doctor will be in a better position to disagree and explain why. Also, if you end up having an appeal about the long-term effects of your injury, the doctor will be able to offer good evidence about that too.

So remember, with every injury:

- *See your doctor as soon as possible!*
- *Continue to see your doctor regularly.*
- *Be prepared to explain if the light duties the employer offers you are not appropriate, and*
- *If the employer is harassing you to go back to work too soon – Contact your union!*

Above all, don't let anyone make you do work that will hurt you further.



Have you checked out the FSA blog yet? Visit there for updates about employment matters, events, bargaining, and news about current issues affecting the FSA!
www.bcitfsa.ca/blog/

We are thrilled to join with the BCIT community in the Vancouver Pride Parade!

Interested in walking/riding with the float on August 2, 2015?

Contact Trina Prince
(Alumni Relations)!



Board Member Profile: Kathryn Stewart



Kat is an instructor in the Broadcast Communication Radio Arts and Entertainment program who joined the FSA Board of Directors in 2011. At our board meetings, she speaks passionately about BCIT's students, about fairness for faculty and staff, and about being creative in our work as an association. She provided a member's perspective and a creative eye to our rebranding project and was the driving force, and voice, of our very effective radio ad during the 2012 job action.

What is the most exciting part of your work right now?

There are so many exciting aspects of my work. My current favourite is the collaboration with the Radio Arts & Entertainment faculty on moving our program forward with innovative ideas. Our industry has changed and the needs of the learners have diversified. In order to ensure we are meeting the challenges of change, we continue to develop our courses to include trans-media concepts and expand the breadth of media expertise our graduates will possess.

What motivates you to be involved with the FSA as a board member?

Faculty and staff are an integral component to the success of BCIT; we are passionate and driven experts who want the best for our students. Our contributions far exceed our work hours and we are constantly asked to do more with less. The provincial bargaining mandate does not recognize the true value of higher education. Suppressing our ability to keep wages on par with inflation will make it increasingly difficult for BCIT to attract and retain intellectual capital. I am

motivated to advocate for our members on issues which support bargaining and hopefully influence the province to move away from their static position on education.

How does the FSA support your work at BCIT?

The FSA provides structure in the working relationship between faculty/staff and management. The Collective Agreement has departmental rights and responsibilities which allow us, as faculty and staff, to provide input and direction into how our department functions; it defines our roles and responsibilities which are important in our operations. The Collective Agreement, and the language within, supports our work at BCIT and the FSA is the group which advocates for those rights. The FSA is our voice and that voice supports my work environment.

Is there anything you'd like to see change as an FSA member?

The political climate on negotiation in our sector is oppressive and I would love to see this change if I had a magic wand. However, without a magic wand I would love to see BCIT management have the ability to work with the FSA and find areas within their jurisdiction that they can negotiate in order to support part-time studies (PTS) and our many other goals for our members.

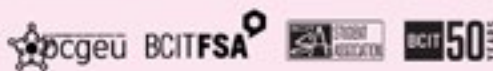
What keeps you busy when you're not at work?

Besides my teenage children, I'm kept busy with acting in community theatre. I perform in one or two plays per year and I'm currently in a production with Sidekick Players in Tsawwassen. Theatre is my background and it gives me great pleasure to perform in roles that allow me creative expression in a different form.

The FSA is proud to join with the BCIT community to stand up against discrimination, bullying, and harassment!



Wear pink on Feb 25 to show your support for keeping BCIT free from discrimination, bullying, and harassment!



Member Profile: Frances McLafferty



Frances is one of our newer FSA members joining BCIT in 2014 as a Coordinator in the Centre for Workplace Education (Co-op). Frances brings her experience in post-secondary along with her passion for collaboration to BCIT and the FSA. We are thrilled that Frances has jumped right in and has accepted the role of FSA Returning Officer for 2015.

What is the most exciting part of your work right now? My role as a Co-op Coordinator with the Centre for Workplace Education (CWE) is to support students in finding Co-op or work experience by preparing them to apply to industry and provide pre-employment seminars. I am privileged to work within three programs at BCIT: CNC Machinist, Power Engineering and Mineral and Mining Explorations. All exciting industries!

Always, the gift of my job is helping students succeed. To witness students integrate what they have learned with how it is applied to industry and seeing their confidence grow is simply great. Our employer communities are often alumni of BCIT and they are genuinely interested in offering good work experience for students. Getting

Staff Profile: Ken Howie



Ken joined the FSA in June, 2014 as a temporary backfill. We soon recognized that we had an experienced and capable rep in our midst so we took advantage of an opportunity to offer him regular employment. Ken has more than ten years' experience as a union rep with USW, the Union of Northern Workers, and COPE 378.

What is the most exciting part of your work? Currently, learning about BCIT and how it is organized and functions. Every day I am learning something new and exciting about what our members do here at BCIT.

Why do you think the FSA is a vital part of the BCIT community? The FSA is the voice for our members at BCIT. Without the FSA our members would have little, if any, say in matters that significantly affect their daily working lives. Everything our members enjoy, from academic freedom to Departmental say, comes from hard fought rights attained by the FSA.

What is something the FSA does that members may not be aware of? There are many ways the FSA is constantly defending the rights of members and the rights of others. From campaigns for the recognition of equality rights within the LGBTQ community to protecting the rights of our members to deliver the best education to

to know employers and building relationships with industry is a highlight of the job.

In addition to my role at BCIT, I facilitate the ISW (Instructional Skill Workshop Certification) for post-secondary institutions. Being a facilitator of the ISW has expanded my community to other institutions, offered me great role models, and provided a place to build my teaching craftsmanship.

What motivates you to be involved with the FSA? I am relatively new to BCIT, so I am a new member within the FSA. I am interested in the FSA's ability to connect me with people interested in creating the working conditions needed to provide quality education. Also, I am excited to get to know faculty from other disciplines.

What keeps you busy when you're not at work? I have a passion for history and last year being the 100th anniversary of the beginning of WW1, CBC radio broadcasted quality programs on the subject. The current book I am reading "Paris 1919" by Margaret Macmillan, is a must read for lovers of history! You can find a super podcast on the book in CBC podcasts program "Ideas" Massey Lectures.

their students, the FSA works tirelessly to make sure our members rights are protected.

What surprises you when working with members? Very little! The struggles our members experience are the same struggles that many others experience in the labour movement. When members come to me with an issue, you can usually be assured that you are not alone and someone else is probably experiencing, or has experienced, the same issue as you. Standing up for these rights contributes to better employment standards for everyone.

What was the last conference you went to? I attended a conference on Harassment and the Toxic Work Environment. It delved into the legal direction that harassment and bullying is taking in Canada. It also explored the rights of workers and the responsibilities and liabilities for employers and how these have changed for the better in recent years. It was uplifting to note that the employers' responsibility to provide a workplace free from discrimination, harassment and bullying is being taken extremely seriously by the courts and arbitrators. It was also heartening to note that the harmful attitude, that some people are just being sensitive and need to suffer through this treatment, is being replaced with a more understanding and effective approach.

50th Anniversary Celebrations Continue in 2015

By Catherine Clement
Senior Projects Director, President's Office, BCIT

BCIT's 50th Anniversary celebrations are all about honouring our past, celebrating our present and imagining our future. It is also about engaging busy students, faculty and staff and inviting them to help create legacies for BCIT.

Since the successful Fab 50 Celebration and the Gala event last October, the 50th anniversary team has been busy supporting a number of projects.

The **"Colour Your Campus: 50th Anniversary Design Challenges"** launched January 6. Six spots were selected on the Burnaby campus that are in serious need of a little colour and design. We turned to BCIT students as well as faculty and staff for design ideas.

Although the contest closed on February 1, you still have a chance to be involved: between February 11th and 25th the BCIT community will vote on their favourite design for each location. Check out www.bcit.ca/50 for all the details.



See if you can spot these photos of FSA members which are part of the almost 2700 photos that make up the selfie-mosaic mural at the Aerospace campus.

Meanwhile, remember all those selfies people submitted last Fall? In February, we will unveil the first two **selfie mosaic wall murals**: one at the Marine campus and the other at the Aerospace campus. The one at ATC will be almost two stories tall. More murals will be installed at other campuses before June and each mural will be unique and reflect the diversity that is BCIT.

Lastly, still on the topic of beautifying our campuses, the Coast Salish House Post being carved by Aaron Nelson Moody (Splash) is slowly emerging from the cedar block. By June it will find a home inside SW1 – our gateway building.

While the 50th team leads the campus projects, each School is doing something special to commemorate this milestone year.

The **School of Business** already held their main 50th event — a Vancouver Board of Trade luncheon on November 19 that featured Kathy Kinloch, veteran broadcaster Bill Good and four of BCIT's business partners. The event was a great success with more than 300 people attending. In early May, the school's Broadcast program, one of BCIT's original programs, will host a 50th anniversary reunion.

The **School of Construction and Environment** held a bench design competition in the Fall. Several designs were submitted and a winner was chosen. That bench has been built and will soon be ready for people to use.

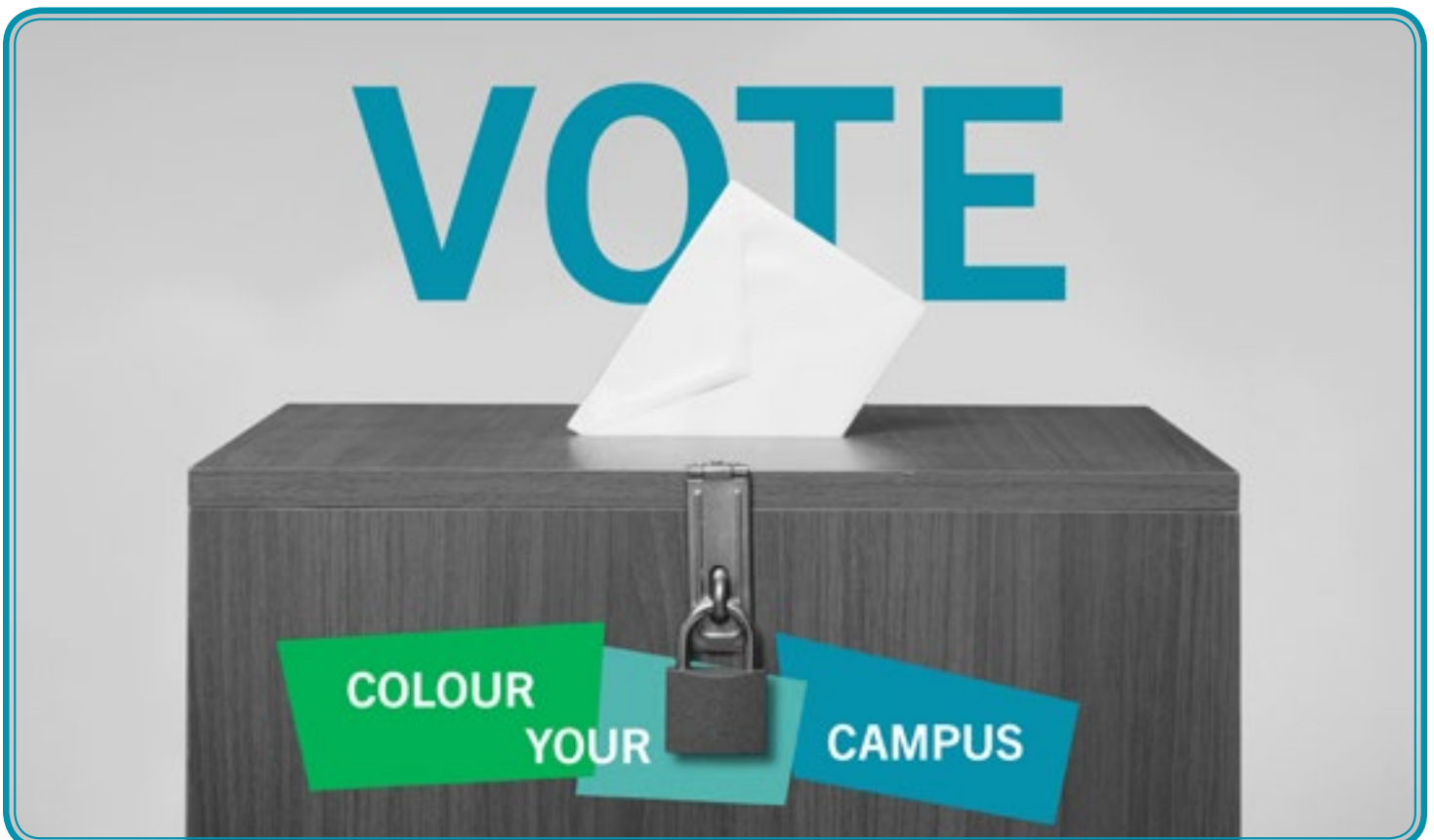
Some projects, like the **School of Computing and Academic Studies'** "Presentation Idol," on March 25, are put on every year but will be amped up for the 50th. Presentation Idol is a mix of American Idol meets TedX meets Dragon's Den and sees all types of Engineering students pitch ideas or explain complex concepts in a visual and dynamic way. Improved staging as well as high-profile industry judges make this year's competition extra special.

The **School of Energy's** "Vehicle in a Box" will also get a boost and a 50th look and feel. This competition will see teams create a functioning electric vehicle for less than \$100, and all the parts must fit inside a certain sized box. Watch for buzzing vehicles in the halls in mid-May as participating teams prepare their creations for the checkered flag.

The **School of Transportation** is busy with events on their various campuses. They have also undertaken a special 50th project that will showcase the talent of students in the auto collision and refinishing program. Students are right now creatively painting 10 vintage-looking metal toy pedal cars which will be raffled off to create a scholarship.

Lastly, the **School of Health** is exploring how to commemorate the 50th in a way that improves the appearance of common areas where health students gather. More information to come on this idea.

To find out more about 50th events and projects, visit our webpage at: www.bcit.ca/50



Call Out!

Do you have news or a story that you think other FSA members should know about? Consider contributing to the FSA Voice!

Contact Kyla at kepstein@bcit.ca

Upcoming Events

February 18
Board of Directors Meeting

February 25
Pink Shirt Day

February 28
Board of Directors Policy Meeting

March 9-13
Spring Break

March 18
Board of Directors Meeting

find out more on bcitfsa.ca

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The BCIT Faculty and Staff Association Team



Teresa Place
President



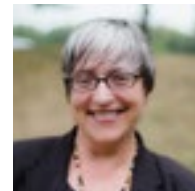
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Director



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Director



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Director, Associate Members



Dave Shaw
Director



Kathryn Stewart
Director



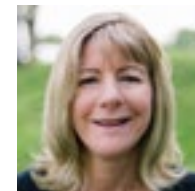
Kenzie Woodbridge
Director



Paul Reniers
Executive Director



Heather Neun
Sr. Labour Relations Rep



Christine Nagy
(on leave)



Tess Rebbitt
Labour Relations Rep



Ken Howie
Labour Relations Rep



Sascha Swartz
LR Administrative Analyst



Kyla Epstein
Member Engagement Officer



Maria Angerilli
Executive Assistant



Marian Ciccone
Office Assistant